

IM-#126
1998

DEPARTMENT OF SOCIAL SERVICES
DIVISION OF FAMILY SERVICES
P.O. BOX 88
JEFFERSON CITY, MISSOURI

October 13, 1998

M E M O R A N D U M

TO: ALL AREA AND COUNTY OFFICES
FROM: CARMEN K. SCHULZE, DIRECTOR *Carmen K. Schulze*
SUBJECT: SANCTIONING PROCEDURES FOR NON-COMPLIANCE WITH
WORK ACTIVITIES
REFERENCE: INCOME MAINTENANCE AND FUTURES

DISCUSSION:

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) requires any individual subject to work participation requirements to engage in work activities. It further states that if an individual fails without good cause to participate, the division may reduce the cash grant. Numerous sanctions have been imposed. This has not increased our rate of participation. Changes are being made in the sanction policies. **Effective immediately, staff have greater flexibility in determining when a sanction may be lifted, or when it is necessary to impose a sanction. Every strategy to engage a participant in readying themselves for work should be utilized. The case manager must always have a face to face contact with the participant prior to imposing a sanction. Whenever possible this should occur in the participant's home or in another place they choose. Explain all forms and penalties. Explain all services available to avoid a sanction before it is imposed.**

13 CSR 40-2.315 Work Activity and Work Requirements for Recipients of Temporary Assistance

CONCILIATION

Staff should use sanctioning as a last resort after all other efforts have been made. We encourage staff to assist participants in eliminating any barriers to participation and engage the individual in a

work activity as soon as possible. **The conciliation period is being changed to ten calendar days.**

Many areas of the state are experiencing increased rates of participation through personal contact with individuals prior to implementing a sanction. This provides them with the opportunity to discuss lifetime limits, barriers to participation, and to ensure the individual understands what is going to happen as well as why it is happening. Whether the face-to-face contact occurs in the office or during a home visit, it is an opportunity to enhance direct case management services to our customers.

SANCTION TIMEFRAMES

First Sanction

When imposing a first sanction, policy has not changed. Consider the first sanction to have occurred when an Adverse Action Notice (IM-80) has been sent. The first sanction may be lifted at the time the individual complies or satisfactorily participates for two consecutive weeks of a specified activity.

Second and Subsequent Sanctions

When an individual has incurred a second sanction they will serve a minimum of three months reduction in benefits. If an individual states they wish to cooperate and demonstrate this willingness to staff, **the sanction may be lifted prior to the end of three months.**

Example: Individual has received a first sanction. They attend an orientation and the first sanction is lifted. A Self-Sufficiency Pact (SSP) is completed and the individual agrees to participate in a Community Work Experience Site (CWEP) for 25 hours per week. The self-sufficiency case manager is contacted by the CWEP site supervisor and is told the participant had not shown up all week. The self-sufficiency case manager tries to contact the participant by phone, but is unsuccessful, so initiates conciliation process. After numerous attempts to contact the participant for a face to face, an IM-80 is sent and a second sanction is imposed.

The participant contacts the self-sufficiency case manager and explains a family crisis occurred. She/He had been out of town, but is ready to participate. The self-sufficiency case manager discusses the situation with the participant and they agree to find another CWEP site. Once found, the self-sufficiency case manager meets with the CWEP site supervisor and participant, expectations are discussed and a follow-up meeting is scheduled. The participant completes the hours of participation requested, and shows a positive attitude while working. The self-sufficiency case manager agrees that the participant has demonstrated a willingness to participate. The sanction is lifted prior to the end of the third month.

Third Sanctions

Current policy uses a third sanction requiring a reduction in benefits for six months. This third timeframe has been eliminated. Any third or subsequent sanction shall be treated in the same manner as explained above under "Second and Subsequent Sanctions".

SANCTIONING THE BENEFIT

Previously when a caretaker was sanctioned, the caretaker was removed from the cash grant. Under the new rule the cash grant must be reduced by 25%. Until major changes can be made in our data system, this deduction will be made manually on the IMU5 screen. A chart has been provided to show the new cash grant amount when 25% has been deducted. Special entries are required for the correct grant amount to be shown in IMU5.

UNTIL DP CAN MAKE NECESSARY CHANGES TO THE SYSTEM REGARDING SANCTION CODES, THE FOLLOWING STEPS CANNOT BE DONE. STAFF WILL BE NOTIFIED AS SOON AS MANDATORY CHANGES ARE COMPLETED.

The payee will no longer have their needs removed from the budget. A change has been made in IMU5 that allows a sanctioned individual to remain cash eligible. Continue using current sanction codes in Field 13G. Apply earned income disregards, if applicable, including \$30 and 1/3 when appropriate.

In order to reduce the cash grant by 25% the following steps will be required:

1. On the chart find the grant amount for the household size under Old Grant.
2. In Expense/Income (Field 33) enter the **Old Grant** amount.
3. In Net Income (Field 34) enter the **Amount of Sanction**.
4. In Deficit/Surplus (Field 35) enter the **New Grant** amount.
5. In Grant Amount (Field 36) enter the **New Grant** amount.
6. In Gross Income (Field 41) enter the **Sanctioned** amount (Field 34).
7. In Income Type (Field 25) enter **Code 13** (No income).

Example: The caretaker in a household of three (3) is being sanctioned for not cooperating with establishing paternity, without good cause. The grant amount for a household of three (3) is \$292.

Looking at the Old Grant column on the chart, find \$292:	Enter \$292 in Field 33
Looking at the Amount of Sanction Column, find \$73:	Enter \$73 in Field 34
Looking at the New Grant column the amount is \$219:	Enter \$219 in Field 35
	Enter \$219 in Field 36
	Enter \$73 in Field 41

NOTE:

An individual who is sanctioned for non-cooperation with the Division of Child Support Enforcement (DCSE) is still subject to participation in a work activity. If the individual chooses not to participate in a work activity, no additional reduction in grant occurs. However, they are considered sanctioned for non-cooperation with both the Division of Child Support Enforcement **and** work activities. **If an individual is participating in a work activity and is sanctioned for non-cooperation with the Division of Child Support Enforcement, they may continue to participate in their work activity and receive supportive services necessary to participate.** Previously an individual could not participate in FUTURES while sanctioned for non-cooperation with the Division of Child Support Enforcement.

NECESSARY ACTION:

- Share with all appropriate staff;
- Begin applying this new sanction policy when advised DP changes have been completed.
- Contact individuals currently sanctioned for non-cooperation with the Division of Child Support Enforcement and discuss their participation in a work activity.

CKS/JR

Distribution #1

TEMPORARY ASSISTANCE SANCTION AMOUNTS

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$10	\$2.50	\$7
\$11	\$2.75	\$8
\$12	\$3.00	\$9
\$13	\$3.25	\$9
\$14	\$3.50	\$10
\$15	\$3.75	\$11
\$16	\$4.00	\$12
\$17	\$4.25	\$12
\$18	\$4.50	\$13
\$19	\$4.75	\$14
\$20	\$5.00	\$15
\$21	\$5.25	\$15
\$22	\$5.50	\$16
\$23	\$5.75	\$17
\$24	\$6.00	\$18
\$25	\$6.25	\$18
\$26	\$6.50	\$19
\$27	\$6.75	\$20
\$28	\$7.00	\$21
\$29	\$7.25	\$21
\$30	\$7.50	\$22
\$31	\$7.75	\$23
\$32	\$8.00	\$24
\$33	\$8.25	\$24
\$34	\$8.50	\$25
\$35	\$8.75	\$26
\$36	\$9.00	\$27
\$37	\$9.25	\$27
\$38	\$9.50	\$28
\$39	\$9.75	\$29
\$40	\$10.00	\$30
\$41	\$10.25	\$30
\$42	\$10.50	\$31
\$43	\$10.75	\$32
\$44	\$11.00	\$33
\$45	\$11.25	\$33
\$46	\$11.50	\$34
\$47	\$11.75	\$35
\$48	\$12.00	\$36
\$49	\$12.25	\$36
\$50	\$12.50	\$37
\$51	\$12.75	\$38
\$52	\$13.00	\$39
\$53	\$13.25	\$39
\$54	\$13.50	\$40
\$55	\$13.75	\$41
\$56	\$14.00	\$42

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$57	\$14.25	\$42
\$58	\$14.50	\$43
\$59	\$14.75	\$44
\$60	\$15.00	\$45
\$61	\$15.25	\$45
\$62	\$15.50	\$46
\$63	\$15.75	\$47
\$64	\$16.00	\$48
\$65	\$16.25	\$48
\$66	\$16.50	\$49
\$67	\$16.75	\$50
\$68	\$17.00	\$51
\$69	\$17.25	\$51
\$70	\$17.50	\$52
\$71	\$17.75	\$53
\$72	\$18.00	\$54
\$73	\$18.25	\$54
\$74	\$18.50	\$55
\$75	\$18.75	\$56
\$76	\$19.00	\$57
\$77	\$19.25	\$57
\$78	\$19.50	\$58
\$79	\$19.75	\$59
\$80	\$20.00	\$60
\$81	\$20.25	\$60
\$82	\$20.50	\$61
\$83	\$20.75	\$62
\$84	\$21.00	\$63
\$85	\$21.25	\$63
\$86	\$21.50	\$64
\$87	\$21.75	\$65
\$88	\$22.00	\$66
\$89	\$22.25	\$66
\$90	\$22.50	\$67
\$91	\$22.75	\$68
\$92	\$23.00	\$69
\$93	\$23.25	\$69
\$94	\$23.50	\$70
\$95	\$23.75	\$71
\$96	\$24.00	\$72
\$97	\$24.25	\$72
\$98	\$24.50	\$73
\$99	\$24.75	\$74
\$100	\$25.00	\$75
\$101	\$25.25	\$75
\$102	\$25.50	\$76
\$103	\$25.75	\$77

TEMPORARY ASSISTANCE SANCTION AMOUNTS

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$104	\$26.00	\$78
\$105	\$26.25	\$78
\$106	\$26.50	\$79
\$107	\$26.75	\$80
\$108	\$27.00	\$81
\$109	\$27.25	\$81
\$110	\$27.50	\$82
\$111	\$27.75	\$83
\$112	\$28.00	\$84
\$113	\$28.25	\$84
\$114	\$28.50	\$85
\$115	\$28.75	\$86
\$116	\$29.00	\$87
\$117	\$29.25	\$87
\$118	\$29.50	\$88
\$119	\$29.75	\$89
\$120	\$30.00	\$90
\$121	\$30.25	\$90
\$122	\$30.50	\$91
\$123	\$30.75	\$92
\$124	\$31.00	\$93
\$125	\$31.25	\$93
\$126	\$31.50	\$94
\$127	\$31.75	\$95
\$128	\$32.00	\$96
\$129	\$32.25	\$96
\$130	\$32.50	\$97
\$131	\$32.75	\$98
\$132	\$33.00	\$99
\$133	\$33.25	\$99
\$134	\$33.50	\$100
\$135	\$33.75	\$101
\$136	\$34.00	\$102
\$137	\$34.25	\$102
\$138	\$34.50	\$103
\$139	\$34.75	\$104
\$140	\$35.00	\$105
\$141	\$35.25	\$105
\$142	\$35.50	\$106
\$143	\$35.75	\$107
\$144	\$36.00	\$108
\$145	\$36.25	\$108
\$146	\$36.50	\$109
\$147	\$36.75	\$110
\$148	\$37.00	\$111
\$149	\$37.25	\$111
\$150	\$37.50	\$112

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$151	\$37.75	\$113
\$152	\$38.00	\$114
\$153	\$38.25	\$114
\$154	\$38.50	\$115
\$155	\$38.75	\$116
\$156	\$39.00	\$117
\$157	\$39.25	\$117
\$158	\$39.50	\$118
\$159	\$39.75	\$119
\$160	\$40.00	\$120
\$161	\$40.25	\$120
\$162	\$40.50	\$121
\$163	\$40.75	\$122
\$164	\$41.00	\$123
\$165	\$41.25	\$123
\$166	\$41.50	\$124
\$167	\$41.75	\$125
\$168	\$42.00	\$126
\$169	\$42.25	\$126
\$170	\$42.50	\$127
\$171	\$42.75	\$128
\$172	\$43.00	\$129
\$173	\$43.25	\$129
\$174	\$43.50	\$130
\$175	\$43.75	\$131
\$176	\$44.00	\$132
\$177	\$44.25	\$132
\$178	\$44.50	\$133
\$179	\$44.75	\$134
\$180	\$45.00	\$135
\$181	\$45.25	\$135
\$182	\$45.50	\$136
\$183	\$45.75	\$137
\$184	\$46.00	\$138
\$185	\$46.25	\$138
\$186	\$46.50	\$139
\$187	\$46.75	\$140
\$188	\$47.00	\$141
\$189	\$47.25	\$141
\$190	\$47.50	\$142
\$191	\$47.75	\$143
\$192	\$48.00	\$144
\$193	\$48.25	\$144
\$194	\$48.50	\$145
\$195	\$48.75	\$146
\$196	\$49.00	\$147
\$197	\$49.25	\$147

TEMPORARY ASSISTANCE SANCTION AMOUNTS

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$198	\$49.50	\$148
\$199	\$49.75	\$149
\$200	\$50.00	\$150
\$201	\$50.25	\$150
\$202	\$50.50	\$151
\$203	\$50.75	\$152
\$204	\$51.00	\$153
\$205	\$51.25	\$153
\$206	\$51.50	\$154
\$207	\$51.75	\$155
\$208	\$52.00	\$156
\$209	\$52.25	\$156
\$210	\$52.50	\$157
\$211	\$52.75	\$158
\$212	\$53.00	\$159
\$213	\$53.25	\$159
\$214	\$53.50	\$160
\$215	\$53.75	\$161
\$216	\$54.00	\$162
\$217	\$54.25	\$162
\$218	\$54.50	\$163
\$219	\$54.75	\$164
\$220	\$55.00	\$165
\$221	\$55.25	\$165
\$222	\$55.50	\$166
\$223	\$55.75	\$167
\$224	\$56.00	\$168
\$225	\$56.25	\$168
\$226	\$56.50	\$169
\$227	\$56.75	\$170
\$228	\$57.00	\$171
\$229	\$57.25	\$171
\$230	\$57.50	\$172
\$231	\$57.75	\$173
\$232	\$58.00	\$174
\$233	\$58.25	\$174
\$234	\$58.50	\$175
\$235	\$58.75	\$176
\$236	\$59.00	\$177
\$237	\$59.25	\$177
\$238	\$59.50	\$178
\$239	\$59.75	\$179
\$240	\$60.00	\$180
\$241	\$60.25	\$180
\$242	\$60.50	\$181
\$243	\$60.75	\$182
\$244	\$61.00	\$183

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$245	\$61.25	\$183
\$246	\$61.50	\$184
\$247	\$61.75	\$185
\$248	\$62.00	\$186
\$249	\$62.25	\$186
\$250	\$62.50	\$187
\$251	\$62.75	\$188
\$252	\$63.00	\$189
\$253	\$63.25	\$189
\$254	\$63.50	\$190
\$255	\$63.75	\$191
\$256	\$64.00	\$192
\$257	\$64.25	\$192
\$258	\$64.50	\$193
\$259	\$64.75	\$194
\$260	\$65.00	\$195
\$261	\$65.25	\$195
\$262	\$65.50	\$196
\$263	\$65.75	\$197
\$264	\$66.00	\$198
\$265	\$66.25	\$198
\$266	\$66.50	\$199
\$267	\$66.75	\$200
\$268	\$67.00	\$201
\$269	\$67.25	\$201
\$270	\$67.50	\$202
\$271	\$67.75	\$203
\$272	\$68.00	\$204
\$273	\$68.25	\$204
\$274	\$68.50	\$205
\$275	\$68.75	\$206
\$276	\$69.00	\$207
\$277	\$69.25	\$207
\$278	\$69.50	\$208
\$279	\$69.75	\$209
\$280	\$70.00	\$210
\$281	\$70.25	\$210
\$282	\$70.50	\$211
\$283	\$70.75	\$212
\$284	\$71.00	\$213
\$285	\$71.25	\$213
\$286	\$71.50	\$214
\$287	\$71.75	\$215
\$288	\$72.00	\$216
\$289	\$72.25	\$216
\$290	\$72.50	\$217
\$291	\$72.75	\$218

TEMPORARY ASSISTANCE SANCTION AMOUNTS

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$292	\$73.00	\$219
\$293	\$73.25	\$219
\$294	\$73.50	\$220
\$295	\$73.75	\$221
\$296	\$74.00	\$222
\$297	\$74.25	\$222
\$298	\$74.50	\$223
\$299	\$74.75	\$224
\$300	\$75.00	\$225
\$301	\$75.25	\$225
\$302	\$75.50	\$226
\$303	\$75.75	\$227
\$304	\$76.00	\$228
\$305	\$76.25	\$228
\$306	\$76.50	\$229
\$307	\$76.75	\$230
\$308	\$77.00	\$231
\$309	\$77.25	\$231
\$310	\$77.50	\$232
\$311	\$77.75	\$233
\$312	\$78.00	\$234
\$313	\$78.25	\$234
\$314	\$78.50	\$235
\$315	\$78.75	\$236
\$316	\$79.00	\$237
\$317	\$79.25	\$237
\$318	\$79.50	\$238
\$319	\$79.75	\$239
\$320	\$80.00	\$240
\$321	\$80.25	\$240
\$322	\$80.50	\$241
\$323	\$80.75	\$242
\$324	\$81.00	\$243
\$325	\$81.25	\$243
\$326	\$81.50	\$244
\$327	\$81.75	\$245
\$328	\$82.00	\$246
\$329	\$82.25	\$246
\$330	\$82.50	\$247
\$331	\$82.75	\$248
\$332	\$83.00	\$249
\$333	\$83.25	\$249
\$334	\$83.50	\$250
\$335	\$83.75	\$251
\$336	\$84.00	\$252
\$337	\$84.25	\$252
\$338	\$84.50	\$253

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$339	\$84.75	\$254
\$340	\$85.00	\$255
\$341	\$85.25	\$255
\$342	\$85.50	\$256
\$343	\$85.75	\$257
\$344	\$86.00	\$258
\$345	\$86.25	\$258
\$346	\$86.50	\$259
\$347	\$86.75	\$260
\$348	\$87.00	\$261
\$349	\$87.25	\$261
\$350	\$87.50	\$262
\$351	\$87.75	\$263
\$352	\$88.00	\$264
\$353	\$88.25	\$264
\$354	\$88.50	\$265
\$355	\$88.75	\$266
\$356	\$89.00	\$267
\$357	\$89.25	\$267
\$358	\$89.50	\$268
\$359	\$89.75	\$269
\$360	\$90.00	\$270
\$361	\$90.25	\$270
\$362	\$90.50	\$271
\$363	\$90.75	\$272
\$364	\$91.00	\$273
\$365	\$91.25	\$273
\$366	\$91.50	\$274
\$367	\$91.75	\$275
\$368	\$92.00	\$276
\$369	\$92.25	\$276
\$370	\$92.50	\$277
\$371	\$92.75	\$278
\$372	\$93.00	\$279
\$373	\$93.25	\$279
\$374	\$93.50	\$280
\$375	\$93.75	\$281
\$376	\$94.00	\$282
\$377	\$94.25	\$282
\$378	\$94.50	\$283
\$379	\$94.75	\$284
\$380	\$95.00	\$285
\$381	\$95.25	\$285
\$382	\$95.50	\$286
\$383	\$95.75	\$287
\$384	\$96.00	\$288
\$385	\$96.25	\$288

TEMPORARY ASSISTANCE SANCTION AMOUNTS

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$386	\$96.50	\$289
\$387	\$96.75	\$290
\$388	\$97.00	\$291
\$389	\$97.25	\$291
\$390	\$97.50	\$292
\$391	\$97.75	\$293
\$392	\$98.00	\$294
\$393	\$98.25	\$294
\$394	\$98.50	\$295
\$395	\$98.75	\$296
\$396	\$99.00	\$297
\$397	\$99.25	\$297
\$398	\$99.50	\$298
\$399	\$99.75	\$299
\$400	\$100.00	\$300
\$401	\$100.25	\$300
\$402	\$100.50	\$301
\$403	\$100.75	\$302
\$404	\$101.00	\$303
\$405	\$101.25	\$303
\$406	\$101.50	\$304
\$407	\$101.75	\$305
\$408	\$102.00	\$306
\$409	\$102.25	\$306
\$410	\$102.50	\$307
\$411	\$102.75	\$308
\$412	\$103.00	\$309
\$413	\$103.25	\$309
\$414	\$103.50	\$310
\$415	\$103.75	\$311
\$416	\$104.00	\$312
\$417	\$104.25	\$312
\$418	\$104.50	\$313
\$419	\$104.75	\$314
\$420	\$105.00	\$315
\$421	\$105.25	\$315
\$422	\$105.50	\$316
\$423	\$105.75	\$317
\$424	\$106.00	\$318
\$425	\$106.25	\$318
\$426	\$106.50	\$319
\$427	\$106.75	\$320
\$428	\$107.00	\$321
\$429	\$107.25	\$321
\$430	\$107.50	\$322
\$431	\$107.75	\$323
\$432	\$108.00	\$324

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$433	\$108.25	\$324
\$434	\$108.50	\$325
\$435	\$108.75	\$326
\$436	\$109.00	\$327
\$437	\$109.25	\$327
\$438	\$109.50	\$328
\$439	\$109.75	\$329
\$440	\$110.00	\$330
\$441	\$110.25	\$330
\$442	\$110.50	\$331
\$443	\$110.75	\$332
\$444	\$111.00	\$333
\$445	\$111.25	\$333
\$446	\$111.50	\$334
\$447	\$111.75	\$335
\$448	\$112.00	\$336
\$449	\$112.25	\$336
\$450	\$112.50	\$337
\$451	\$112.75	\$338
\$452	\$113.00	\$339
\$453	\$113.25	\$339
\$454	\$113.50	\$340
\$455	\$113.75	\$341
\$456	\$114.00	\$342
\$457	\$114.25	\$342
\$458	\$114.50	\$343
\$459	\$114.75	\$344
\$460	\$115.00	\$345
\$461	\$115.25	\$345
\$462	\$115.50	\$346
\$463	\$115.75	\$347
\$464	\$116.00	\$348
\$465	\$116.25	\$348
\$466	\$116.50	\$349
\$467	\$116.75	\$350
\$468	\$117.00	\$351
\$469	\$117.25	\$351
\$470	\$117.50	\$352
\$471	\$117.75	\$353
\$472	\$118.00	\$354
\$473	\$118.25	\$354
\$474	\$118.50	\$355
\$475	\$118.75	\$356
\$476	\$119.00	\$357
\$477	\$119.25	\$357
\$478	\$119.50	\$358
\$479	\$119.75	\$359

TEMPORARY ASSISTANCE SANCTION AMOUNTS

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$480	\$120.00	\$360
\$481	\$120.25	\$360
\$482	\$120.50	\$361
\$483	\$120.75	\$362
\$484	\$121.00	\$363
\$485	\$121.25	\$363
\$486	\$121.50	\$364
\$487	\$121.75	\$365
\$488	\$122.00	\$366
\$489	\$122.25	\$366
\$490	\$122.50	\$367
\$491	\$122.75	\$368
\$492	\$123.00	\$369
\$493	\$123.25	\$369
\$494	\$123.50	\$370
\$495	\$123.75	\$371
\$496	\$124.00	\$372
\$497	\$124.25	\$372

OLD GRANT	AMOUNT OF SANCTION	NEW GRANT
\$498	\$124.50	\$373
\$499	\$124.75	\$374
\$500	\$125.00	\$375
\$501	\$125.25	\$375
\$502	\$125.50	\$376
\$503	\$125.75	\$377
\$504	\$126.00	\$378
\$505	\$126.25	\$378
\$506	\$126.50	\$379
\$507	\$126.75	\$380
\$508	\$127.00	\$381
\$509	\$127.25	\$381
\$510	\$127.50	\$382
\$511	\$127.75	\$383
\$512	\$128.00	\$384
\$513	\$128.25	\$384
\$514	\$128.50	\$385